

BAKERSFIELD, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

BAKERSFIELD, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **18** out of 18 SCORE

II. Relationship Recognition STATE COUNTY

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

SCORE	
Municipal Domestic Partner Registry	(
Marriage Equality, Civil Unions, or Domestic Partnerships	

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.







12 out of 12

CITY





AVAILABLE

AVAILABLE

12

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	0 0 5 5
Domestic Partner Health Benefits	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	0 2
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	6 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY



AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

0

CITY



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (0) Reported 2011 Hate Crimes Statistics 10 to the FBI

VI. Relationship with the LGBT Community

SCORE

or Policy Efforts

SCORE

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative

municipal leaders **BONUS** City engages with the LGBT community

BONUS Cities are pro-equality despite

TOTAL SCORE 59 + TOTAL BONUS 0 =

BONUS Openly LGBT elected or appointed

restrictive state law

0 out of 8

10 out of 18

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.



Marriage, civil

BALTIMORE, MARYLAND 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

BALTIMORE, MARYLAND 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

CITY

STATE

COUNTY

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. SCORE **18** out of 18 II. Relationship Recognition STATE COUNTY AVAILABLE CITY

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	12
	SCORE		12 ou	t of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2

III. Municipality as En	nployer	CITY	AVAILABL
By offering equivalent benefits and by ortections to LGBT employees, and by	Non-Discrimination in City Employment	5 5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits	4	4
_GBT employees equally.	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	$\overline{2}$	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	18 οι	ıt of 26
	BONUS Grossing Up of Employee Benefits	+0	+3

BONUS Transgender-Inclusive

Healthcare Benefits **BONUS** Municipality is a Welcoming Place to Work

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			7	7
	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	33	00	33	3 3
	SCORE			18 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			18 o	ut of 18

VI. Relationship with	the LGBT Community	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	5 5 3 3
	SCORE	8 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3 +3
	BONUS City engages with the LGBT community	+2 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2
	TOTAL SCORE 92 + TOTAL BONUS 9 =	Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





BONUS PTS for criteria not accessible to all cities at this time.

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49 hrc.org/mei hrc.org/mei *UNINCORPORATED, RATED KING COUNTY 50

AVAILABLE



BANGOR, MAINE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **18** out of 18

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

SCORE



STATE



CITY







COUNTY



BONUS Municipality was forced to stop providing a domestic partner registry

as a result of restrictive state law.



AVAILABLE

AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	5 ou	it of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

BANGOR, MAINE 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY







AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

0



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics

SCORE

to the FBI

CITY

CITY

0 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 48 + TOTAL BONUS 0 =

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

7 out of 8

Final Score 48

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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BATON ROUGE, LOUISIANA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

CITY

CITY

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00

II. Relationship Recognition Marriage, civil unions, and comprehensive

domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

BONUS Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

SCORE

SCORE

STATE



CITY





0 out of 18



COUNTY

(0)



0 out of 12



AVAILABLE

AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	5 ou	t of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

BATON ROUGE, LOUISIANA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			0	7
	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	00	00	3 3
	SCORE			0 0	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	(0) (8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	0 (10)

oughtful and respectful way.	to the FBI	(0)	(10)	
	SCORE	0 out	of 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

V. Law Enforcement

Leadershi	p's Public Position on LGBT Equality	0	(5)
Leadershi or Policy E	p's Pro-Equality Legislative Efforts	0	3
SCORE		0 o	ut of 8
BONUS	Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS	City engages with the LGBT community	+0	+2
BONUS	Cities are pro-equality despite restrictive state law	+0	+2

CANNOT EXCEED 100

Final Score 7

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 5 + TOTAL BONUS 2 =



BELLEVUE, NEBRASKA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

STATE

COUNTY

0



CITY



0 out of 12

0 out of 18



SCORE

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

•		
Non-Discrimination in City Employment	0 0	5 5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 ou	t of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

BELLEVUE, NEBRASKA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY







CITY

0



AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.





AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

CITY

0

CITY

0 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT

community **BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 6 + TOTAL BONUS 0 =

Leadership's Pro-Equality Legislative

0 out of 8

Final Score 6

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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BERKELEY, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	3 0	3 3
•	Housing	3 3	00	30	3 3
prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Public Accommodations	3 3	00	30	3 3

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

BONUS Municipality was forced to stop

SCORE



STATE

COUNTY

0

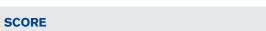


CITY



18 out of 18





providing a domestic partner registry

as a result of restrictive state law.







AVAILABLE

AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discr	imination in City Employment	5 0	5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	pendent Benefits	(2)	(2)
Equivalent	Family Leave	(2)	(2)
City Contr	actor Non-Discrimination Ordinance	2 2	2 2
City Contr	actor Equal Benefits Ordinance	4	4
SCORE		21 out	of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+4	+4
BONUS	Municipality is a Welcoming Place to Work	+2	+2

BERKELEY, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY







CITY



AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY



AVAILABLE



Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics to the FBI

SCORE

10

10 out of 18

CITY

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT

community **BONUS** Cities are pro-equality despite restrictive state law



AVAILABLE

Final Score 95

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 82 + TOTAL BONUS 13 =



BILLINGS, MONTANA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment Housing Public Accommodations

00

STATE



00

CITY



AVAILABLE

AVAILABLE

SCORE

0 out of 18

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

Non-Discrimination in City Employment

BONUS Municipality is a Welcoming Place to Work



STATE



CITY



0 out of 12

SCORE

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.



CITY



AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance 0 4 SCORE 0 out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits

BILLINGS, MONTANA 2/2

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE







COUNTY



7 out of 18



SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

7



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

CITY AVAILABLE

(0) 10

10 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

2 out of 8

CITY

2

Final Score 21

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TOTAL SCORE 19 + TOTAL BONUS 2 =



BIRMINGHAM, ALABAMA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

BIRMINGHAM, ALABAMA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

RIGHTS

AVAILABLE

CITY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 SCORE **0** out of 18

This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE **BONUS** City provides services to particularly vulnerable populations of the LGBT community. V. Law Enforcement CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2011 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE 0** out of 18

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the Municipal Domestic Partner Registry power to create domestic partner registries.

Marriage Equality, Civil Unions,

SCORE

0

COUNTY

STATE



CITY



0 out of 12



AVAILABLE



providing a domestic partner registry

as a result of restrictive state law.



AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	0 0	(5 5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 ou	t of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 9 + TOTAL BONUS 0 =

2

STATE

COUNTY

3 out of 8

CITY

AVAILABLE

CANNOT EXCEED 100

Final Score 9

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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BISMARCK, NORTH DAKOTA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

BISMARCK, NORTH DAKOTA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **SCORE 0** out of 18

<u>II.</u>	Relationshi	p Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry



STATE



CITY





COUNTY



SCORE

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

AVAILABLE

12

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	0 0	5 5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 ou	it of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY





7 out of 18

AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics

SCORE

to the FBI

(0) 10

CITY

10 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 17 + TOTAL BONUS 0 =

0

0 out of 8

Final Score 17

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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BLOOMINGTON, INDIANA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

BLOOMINGTON, INDIANA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations

P		00	00	3 3	3 3
	SCORE			18 or	ut of 18
II. Relationship Recog	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
	Municipal Domestic Partner Registry		0	12	12
	SCORE			12 or	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+2	+2

II. Relationship Recog	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	12	12
	SCORE			12 o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+2	+2
III. Municipality as En	nployer			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment			5 0	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits			4	4
	Legal Dependent Benefits			2	(2)
	Equivalent Family Leave			0	(2)
	City Contractor Non-Discrimination Ordinance			00	2 2
	City Contractor Equal Benefits Ordinance			0	4
	SCORE			11 o	ut of 26
	BONUS Grossing Up of Employee Benefits			+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits			+0	+4
	BONUS Municipality is a Welcoming Place to Work			+0	+2

лиріоў	CI	••••	
Non-Disc	crimination in City Employment	5 0	5 5
Domestic	e Partner Health Benefits	4	4
Legal De	pendent Benefits	(2)	(2)
Equivaler	nt Family Leave	0	(2)
City Conf	tractor Non-Discrimination Ordinance	00	2 2
City Cont	tractor Equal Benefits Ordinance	0	4
SCORE		11 ou	ut of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming Place to Work	+0	+2

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



COUNTY



AVAILABLE

STATE

10 out of 18

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.

CITY

CITY

7



AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

(0)

10

CITY

5

10 out of 18

AVAILABLE

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 68 + TOTAL BONUS 2 =

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

7 out of 8

Final Score 70

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.



BOISE, IDAHO 1/2

COUNTY

CITY

AVAILABLE

AVAILABLE

2013 MUNICIPAL EQUALITY INDEX SCORECARD 2013 MUNICIPAL EQUALITY INDEX S



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **18** out of 18

II. Relationship Reco	gnition
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships

domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	or Domestic Partnerships Municipal Domestic Partner Registry	0	0	0	12
	SCORE			0 ou	t of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

as a result of restrictive state law.

STATE

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally. Non-Discrimin Domestic Part

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	0 2
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	10 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2

BOISE, IDAHO 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

$ \rangle$. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
	s section assesses the efforts of the city	Human R	ights Commission			0	7
city services and programs.	LGBT Lia	ison in the Mayor's Office			0	5	
		Enumera	ted Anti-Bullying School Policies	00	00	00	3 3
		SCORE				0 0	ut of 18
		BONUS	City provides services to particularly vulnerable populations of the LGBT			+0	+2

V. Law Enforcemen	ıt	CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics	10	(10)

community.

oughtful and respectful way.	to the FBI	10	(10)	
	SCORE	18 out of	f 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's	
commitment to fully include the LGBT	
community and to advocate for full equality.	

Leadersh	ip's Public Position on LGBT Equality	(5)	(5)
Leadersh or Policy I	ip's Pro-Equality Legislative Efforts	3	3
SCORE		8 or	ut of 8
BONUS	Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS	City engages with the LGBT community	+2	+2
BONUS	Cities are pro-equality despite restrictive state law	+0	+2
		 1.0	

CANNOT EXCEED 100

AVAILABLE

CITY

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 54 + TOTAL BONUS 2 =

hrc.org/mei hrc.org/mei hrc.org/mei



BOSTON, MASSACHUSETTS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

BOSTON, MASSACHUSETTS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

CITY

CITY

AVAILABLE

AVAILABLE

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 3	00	3 3	3 3
public accommodations.	Public Accommodations	30	00	3 3	3 3
	SCORE			18 ₀	ut of 18

II.	Relationship	o Recog	Inition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry



STATE



CITY





AVAILABLE



BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	0 2
City Contractor Non-Discrimination Ordinance	2 2 2 2
City Contractor Equal Benefits Ordinance	4 4
SCORE	24 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+2 +2

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	00	00	00	3 3
	SCORE			12 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT			+2	+2

community.

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics 10 to the FBI **18** out of 18 **SCORE**

|--|

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community **BONUS** Cities are pro-equality despite restrictive state law

CANNOT EXCEED 100

Final Score 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 92 + TOTAL BONUS 9 =



BOULDER, COLORADO 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

CITY

STATE

COUNTY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **18** out of 18

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	12	0	12	12
	SCORE			12 or	ut of 12

,			(12)	(12)
	SCORE		12 out	of 12
	BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.	+0	+2

III. Municipality as En	nployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	5 5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits	4	4
EGDT employees equally.	Legal Dependent Benefits	2	2
	Equivalent Family Leave	2	2
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	22 ou	it of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming	+2	+2

Place to Work

BOULDER, COLORADO 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

AVAILABLE

This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission	(7) (7)
city services and programs.	LGBT Liaison in the Mayor's Office	0 5
	Enumerated Anti-Bullying School Policies	00 33
	SCORE	13 out of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.	+2 +2
V. Law Enforcement		CITY AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	4
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10 10
	SCORE	14 out of 18

VI. Relationship with	the LGBT Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality	2	(5)
	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE	2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS City engages with the LGBT community	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+2
	—·		

CANNOT EXCEED 100





Relationship with the LGRT Community



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 81 + TOTAL BONUS 6 =



BOWLING GREEN, KENTUCKY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

BOWLING GREEN, KENTUCKY 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **0** out of 18

as a result of restrictive state law.

II. Relationship Reco	ognition	STATE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0
policy; cities and counties have only the	Municipal Domastic Portner Pogistry	

	stic Partnerships	(0)			(12)
Municipa	l Domestic Partner Registry		0	0	12
SCORE				0 ou	t of 12
BONUS	Municipality was forced to stop providing a domestic partner registry			+0	+2

III. Municipality as Employer By offering equivalent benefits and

protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

power to create domestic partner registries.

nployer	OIII	AVAILABLE
Non-Discrimination in City Employment	00	5 5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 ou	ıt of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Righ	ts Commission			7	$\overline{(7)}$
city services and programs.	LGBT Liaiso	n in the Mayor's Office				5
	Enumerated	Anti-Bullying School Policies	00	00	00	3 3
	SCORE				7 o	ut of 18
	VI	ity provides services to particularly ulnerable populations of the LGBT ommunity.			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police	Liaison or Task Force			0	8

Reported 2011 Hate Crimes Statistics

	VI.	Relationship	with the	LGBT	Community	
--	-----	--------------	----------	------	-----------	--

to the FBI

SCORE

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

engaging with the LGBT community in a

thoughtful and respectful way.

Leadersh	ip's Public Position on LGBT Equality	0	5
Leadersh or Policy	ip's Pro-Equality Legislative Efforts	0	3
SCORE		0 or	ut of 8
BONUS	Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS	City engages with the LGBT community	+0	+2
BONUS	Cities are pro-equality despite restrictive state law	+0	+2

CANNOT EXCEED 100

Final Score 17

10 out of 18

AVAILABLE

CITY

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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TOTAL SCORE 17 + TOTAL BONUS 0 =



BRIDGEPORT, CONNECTICUT 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

CITY

STATE

COUNTY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **18** out of 18

II. Relationship Recognition		STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	12	0	0	12
	SCORE			12 or	ut of 12
	BONUS Municipality was forced to stop				

providing a domestic partner registry as a result of restrictive state law. III. Municipality as Employer AVAILABLE CITY By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Domestic Partner Health Benefits municipalities commit themselves to treating LGBT employees equally. Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance (0) **SCORE 6** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming

Place to Work

BRIDGEPORT, CONNECTICUT 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		7 7
city services and programs.	LGBT Liaison in the Mayor's Office		0 5
	Enumerated Anti-Bullying School Policies	3 00	3 3 3 3
	SCORE		13 out of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.		+0 +2
V. Law Enforcement			CITY AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		0 8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI		10 10
	SCORE		10 out of 18

VI. Relationship with	the LGBT Community	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	(2) (5) (0) (3)
	SCORE	2 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0 +3
	BONUS City engages with the LGBT community	+0 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2
	TOTAL SCORE 61 + TOTAL BONUS 0 =	Final Score 61

CANNOT EXCEED 100





- PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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BRISBANE, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **SCORE 18** out of 18

II.	Relationship	Recognition
	•	

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry (12)

STATE

COUNTY

0



CITY







BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	13 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+2 +2

BRISBANE, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY



SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

0

CITY

0



AVAILABLE

AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (0) Reported 2011 Hate Crimes Statistics 10 to the FBI

10 out of 18 **SCORE**

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts

SCORE 0 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community

Final Score 61 **TOTAL SCORE 59 + TOTAL BONUS 2 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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BONUS Cities are pro-equality despite restrictive state law



BROOKINGS, SOUTH DAKOTA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

BROOKINGS, SOUTH DAKOTA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



CITY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **SCORE 0** out of 18

II.	Relationship	Recognition	STATE

SCORE

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry





CITY





COUNTY



AVAILABLE



BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 0 5 5
Domestic Partner Health Benefits	4 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	11 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

community.

Enumerated Anti-Bullying School Policies

BONUS City provides services to particularly

STATE



COUNTY



AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics

vulnerable populations of the LGBT

SCORE

to the FBI

SCORE

CITY AVAILABLE

0 out of 18

AVAILABLE

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 29 + TOTAL BONUS 5 =

Leadership's Pro-Equality Legislative

5 out of 8

CITY

Final Score 34

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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BROWNSVILLE, TEXAS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations **18** out of 18 **SCORE**

II.	Relationship	Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry



STATE

COUNTY

0



CITY





0 out of 12

AVAILABLE



BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.





AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	10 ou	t of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

BROWNSVILLE, TEXAS 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municij	pal Services
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This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

SCORE

SCORE

SCORE

VI. Relationship with the LGBT Community

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY



AVAILABLE



BONUS City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

0



AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics to the FBI

AVAILABLE

0 out of 18

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts



CITY

BONUS Openly LGBT elected or appointed municipal leaders





BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 38 + TOTAL BONUS 0 =

community



CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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BUFFALO, NEW YORK 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD **2013 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

CITY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00

					9
	SCORE			18 °	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	12	0	(12)	12
	SCORE			12 o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

as a result of restrictive state law. III. Municipality as Employer AVAILABLE CITY By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Domestic Partner Health Benefits municipalities commit themselves to treating LGBT employees equally. Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance (0) **SCORE** 4 out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming Place to Work

V. Law Enforceme Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship w This category measures the city leadership commitment to fully include the LGBT community and to advocate for full equality		ection assesses the efforts of the city are LGBT constituents are included in
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship w This category measures the city leadership commitment to fully include the LGBT	city ser	vices and programs.
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship w This category measures the city leadership commitment to fully include the LGBT		
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship w This category measures the city leadership commitment to fully include the LGBT		
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship w This category measures the city leadership commitment to fully include the LGBT		
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Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship w This category measures the city leadership commitment to fully include the LGBT	\/	Low Enforcemen
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship w This category measures the city leadership commitment to fully include the LGBT		
thoughtful and respectful way. VI. Relationship w This category measures the city leadership commitment to fully include the LGBT	respons	sible reporting of hate crimes and
This category measures the city leadership commitment to fully include the LGBT	~ ~	,
This category measures the city leadership commitment to fully include the LGBT		
This category measures the city leadership commitment to fully include the LGBT		
commitment to fully include the LGBT		— 1
	VI.	Relationship w
	This ca	ategory measures the city leadership
	This ca	ategory measures the city leadership tment to fully include the LGBT
	This ca	ategory measures the city leadership tment to fully include the LGBT
	This ca	ategory measures the city leadership tment to fully include the LGBT
	This ca	ategory measures the city leadership tment to fully include the LGBT

BUFFALO, NEW YORK 2/2

	SCORE					ut of 18
	Reported to the FB	2011 Hate Crimes Statistics			10	10
	LGBT Pol	ice Liaison or Task Force			0	(8)
t					CITY	AVAILABLE
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
	SCORE				6 o	ut of 18
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	LGBT Lia	ison in the Mayor's Office			0	5
	Human R	ights Commission				

STATE

COUNTY

nship with	the L	GBT Community	С	ITY	AVAILABLE
the city leadership's ude the LGBT ate for full equality.		ip's Public Position on LGBT Equality		0	5
	Leadersh or Policy	ip's Pro-Equality Legislative Efforts		0	3
	SCORE			0 o	ut of 8
	BONUS	Openly LGBT elected or appointed municipal leaders	•	-0	+3
	BONUS	City engages with the LGBT community		-0	+2
	BONUS	Cities are pro-equality despite restrictive state law	•	-0	+2
	TOTAL S	SCORE 50 + TOTAL BONUS 2 =	Final S	COI	re 52

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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BURLINGTON, VERMONT 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

18 out of 18

AVAILABLE

CITY

HUMAN

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations

II. Relationship Reco	ognition	STATE	COUNTY
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12	
power to create domestic partner registries.	Municipal Domestic Partner Registry		0

SCORE

Municipal	l Domestic Partner Registry	0	0	12
SCORE			12 ou	t of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2

III. Municipality as Employer By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	(2)
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	16 ou	ıt of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

BURLINGTON. VERMONT 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD				RIGHTS CAMPAIGN FOUNDATION w
IV. Municipal Services	STATE	COUNTY	CITY	AVAILABLE

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			0	7
	Enumerated Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE		6 out of 18		
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes	LGBT Police Liaison or Task Force				

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics to the FBI	0 8	
	SCORE	10 out of 18	

VI. Relationship with	the L	GBT Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.		ip's Public Position on LGBT Equality	4	(5)
	Leadersh or Policy	ip's Pro-Equality Legislative Efforts	0	3
	SCORE		4	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS	City engages with the LGBT community	+2	+2
	BONUS	Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 66 + TOTAL BONUS 7 =

CANNOT EXCEED 100

AVAILABLE

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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